

February 23, 2011

6406

To Whom It May Concern:

My name is Jamie Haynes. I live in Old Saybrook, Connecticut, and have been employed by the company now known as ATT for 30 years. During most of that time I have also served as a union officer, holding the positions of shop steward, Chief Steward, Business Agent, Plant Vice President and Secretary of the local. I've been involved in the negotiation of two contracts, and have represented members in hundreds of grievances and dozens of arbitrations through the years.

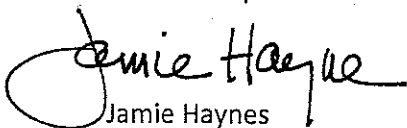
Few issues in my experience have been as contentious between the Union and SNET/ATT/SBC as how so called "Sick Time" is to be administered. There have been as many plans and approaches as there have been corporate administrations, but all of those approaches have sought to deny workers their full rights under the contract.

The contract language, as I read it, is direct and clear: after serving two years, employees will be allowed "10 working days during each service year" to use for "short period sickness". (Page 90, general section.) There is no mention of discipline being applied if the days are used, and no mention of how the days are to be taken, singly or in groups. There is even a paragraph that expands the number of days that could be taken in special circumstances, subject to supervisory approval.

Despite the clarity of the contract language, ATT has continually sought to limit the days available, repeatedly placing workers on disciplinary warnings and or cutting their pay for taking sick time. Further, ATT has never provided the union with any written explanation of how they believe contract sick time language should be applied. With each new season comes a new interpretation, but never in writing.

Suffice to say I believe that the Assembly should consider passage of Bill 6406, which would protect our rights under the contract. We're not asking for anything more than we've already bargained for.

Thanks for your consideration.

  
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